

**Social Compliance: Goals & objectives covering all areas of HIGG Index.
Utah Fashions Ltd, Utah Knitting & Dyeing Ltd & Utah Spinning Mills Ltd**

UTAH Fashions Limited.
South Shalna, Shalna Bazar, Gazipur-1703

SECTION 1: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT:

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Recruitment & Hiring	58	41	43	43
2	Compensation	43	21	21	21
3	Hours of Work	54	40	42	47
4	Worker Involvement & Communication	53	32	36	36
5	Worker Treatment & Development	101	44	50	56
6	Health & Safety	76	66	66	67
7	Termination & Retrenchment	6	6	6	6
Total		391	250	264	276

SECTION 2: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT FOR THE VALUE CHAIN:


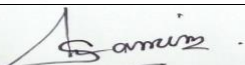
SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Value chain	125	52	66	85

SECTION 3: EXTERNAL ENGAGEMENT, COMMUNITY IMPACT, TRANSPARENCY AND PUBLIC DISCLOSURE:

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	External Engagement & Collaboration	13	2	2	2
2	Community impact	27	2	9	15
3	Transparency & Public Disclosure	38	2	14	20
Total		78	6	25	37

Total achieved & Target score: UTAH Fashions Limited.

	Total Score Weightage of HIGG Module	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
Total Score	594	308	355	398
		52%	60%	67%

Prepared by	Md. Karzan Khan, Manager Compliance	
Reviewed by	Syed Kadery, DGM Compliance	

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Utah Fashions Ltd, Utah Knitting & Dyeing Ltd & Utah Spinning Mills Ltd**

UTAH Knitting & Dyeing Limited.
Bokran, Monipur, Bhabanipur, Gazipur-1749.

SECTION 1: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Recruitment & Hiring	58	37	39	41
2	Compensation	43	24	24	24
3	Hours of Work	54	31	40	45
4	Worker Involvement & Communication	53	34	36	36
5	Worker Treatment & Development	101	42	44	55
6	Health & Safety	76	66	66	66
7	Termination & Retrenchment	6	6	6	6
Total		391	240	255	273

SECTION 2: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT FOR THE VALUE CHAIN


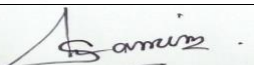
SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Value chain	125	51	66	85

SECTION 3: EXTERNAL ENGAGEMENT, COMMUNITY IMPACT, TRANSPARENCY AND PUBLIC DISCLOSURE

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	External Engagement & Collaboration	13	2	2	2
2	Community impact	27	2	9	15
3	Transparency & Public Disclosure	38	2	14	20
Total		78	6	25	37

Total achieved & Target score: UTAH Knitting & Dyeing Limited.

	Total Score of HIGG Module	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
Total Score	594	297	346	395
		50%	58%	66%

Prepared by	Md. Karzan Khan, Manager Compliance	
Reviewed by	Syed Kadery, DGM Compliance	

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UTAH Spinning Mills Limited.

Bokran, Monipur, Bhabanipur, Gazipur-1749.

SECTION 1: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Recruitment & Hiring	58	38	40	40
2	Compensation	43	20	21	21
3	Hours of Work	54	21	35	40
4	Worker Involvement & Communication	53	23	30	35
5	Worker Treatment & Development	101	25	40	45
6	Health & Safety	76	36	40	55
7	Termination & Retrenchment	6	0	4	6
Total		391	163	210	242

SECTION 2: FACILITY'S LABOR AND WORKPLACE PERFORMANCE MANAGEMENT FOR THE VALUE CHAIN


SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	Value chain	125	6	6	6
Total		125	6	6	6

SECTION 3: EXTERNAL ENGAGEMENT, COMMUNITY IMPACT, TRANSPARENCY AND PUBLIC DISCLOSURE

SI #	Area	Total Score	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
1	External Engagement & Collaboration	13	3	3	3
2	Community impact	27	2	9	15
3	Transparency & Public Disclosure	38	1	14	20
Total		78	6	26	38

Total achieved & Target score: UTAH Spinning Mills Limited.

	Total Score of HIGG Module	Achieved Score in 2017	Target Score in 2018	Target Score in 2019
Total Score	594	175	242	286
		29%	41%	48%

Prepared by	Md. Karzan Khan, Manager Compliance	
Reviewed by	Syed Kadery, DGM Compliance	